

CAI
TI 21
- L14

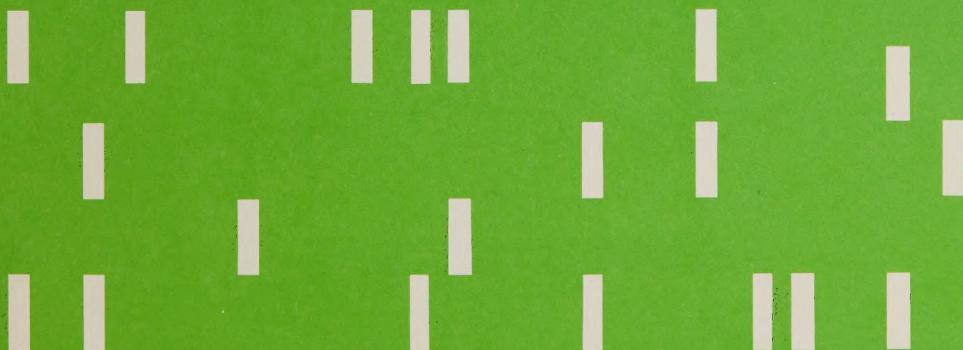
Govt
Pubns

3 1761 11648498 1

DOING BUSINESS IN CANADA



LABOUR LEGISLATION



DEPARTMENT OF INDUSTRY, TRADE AND COMMERCE
OTTAWA, CANADA



Digitized by the Internet Archive
in 2023 with funding from
University of Toronto

<https://archive.org/details/31761116484981>

DOING BUSINESS IN CANADA

Labour Legislation

Prepared by
Office of Information and Public Relations
Department of Industry, Trade and Commerce
Ottawa, Canada
K1A 0H5

FOREWORD

The information in this booklet deals with labour legislation in Canada and has particular significance for employers in the manufacturing industry. It is intended as a guide in this field of legislation and, as such, refers only to the basic principles involved.

Every effort has been made to accurately reflect the legislation in force at the time of preparing the material. However, since the law contains a considerable amount of detail, and in many cases varies from province to province, it is suggested that an enquirer consult with relevant provincial or federal authorities when seeking precise and detailed advice on a given problem.

Other publications in the series "Doing Business in Canada" are:

- The Business Environment
- Forms of Business Organization
- Canadian Customs Duties
- Taxation — Income, Business, Property
- Taxation — Sales, Excise, Commodity
- Construction and Equipment Standards
- Federal Incentives to Industry
- Patents, Trade Marks, Industrial Designs and Copyrights
- Tariff Preferences for Canadian Goods Abroad

Also available:
Financing Canadian Industries



5
GOVERNMENT OF CANADA
CULTURE
JAN 27 1978
LIBRARY

TABLE OF CONTENTS

| | |
|---|------|
| Introduction | F- 4 |
| Manpower Services | F- 4 |
| Canada Manpower Consultative Service | F- 5 |
| Minimum Age | F- 5 |
| Apprenticeship and Tradesmen's Qualifications | F- 5 |
| Minimum Wage | F- 6 |
| Hours of Work | F- 6 |
| Annual Vacations and Public Holidays | F- 7 |
| Fair Employment Practices and Equal Pay | F- 7 |
| Workers' Compensation | F- 8 |
| Industrial Relations | F- 8 |
| Occupational Safety and Health | F- 9 |
| Notice of Termination of Employment | F-10 |
| Maternity Leave | F-10 |
| Unemployment Insurance | F-10 |
| Anti-Inflation Board | F-11 |
| Appendix A — General Minimum Hourly Wage Rates for Experienced Adult Workers | F-12 |
| Appendix B — List of Publications | F-13 |
| Appendix C — Regional Offices | F-15 |

NOTE — A list of provincial departments of labour or the equivalent is available in another publication in this series entitled — "Construction and Equipment Standards".

Date of Revision — November, 1976

INTRODUCTION

Labour legislation in Canada is usually concerned with local working conditions or contracts of service between employers and employees and between members of a trade union.

The British North America Act, which delegates legislative powers to the Parliament of Canada and the provincial legislatures, grants to the provinces the right to enact laws in relation to "property and civil rights" and, with certain exceptions, "local works and undertakings." Such being the case labour legislation in Canada is in large part a product of provincial enactment.

Employment in factories, for example, is usually subject to provincial regulations regarding employment of young persons, maximum hours of work, minimum rates of pay, annual vacations with pay and certain minimum standards for the health and safety of the employee. The most important piece of

legislation, however, is that dealing with unionization. Matters such as wage rates, hours of work and fringe benefits are normally settled through collective bargaining.

Workers in industries within federal jurisdiction are subject to the Canada Labour Code. Included are industries and undertakings of a national, interprovincial or international nature, such as railways, highway transport, pipelines, canals, and telephone, telegraph and cable systems, where any of these undertakings connect a province with another province or with another country. Shipping and services connected with shipping, air transport, radio and television broadcasting, banks, grain elevators, flour and feed mills, and uranium mining are also industries within federal jurisdiction.

Labour ordinances have also been enacted by the territorial councils of the Northwest and Yukon Territories.

MANPOWER SERVICES

In response to the manpower needs of Canadian employers, the Department of Manpower and Immigration provides services that include filling job vacancies with qualified workers; assisting in manpower planning and upgrading employee skills; assisting in labour force adjustment in firms undergoing technological and other changes; and providing local or national labour market information for employers.

A placement service is available to employers through a national network of more than 450 Canada Manpower Centres (CMCs). Job orders may be publicly displayed in the Job Information Centre of a CMC to attract employees quickly. If qualified workers are not available locally, the CMC will search

other parts of Canada or even other countries. Should an employer decide to travel abroad to interview candidates, he may be assisted with newspaper advertising and overseas interviewing facilities.

Training to upgrade employees' skills is frequently a major expenditure for employers. The Department of Manpower and Immigration, through the Canada Manpower Industrial Training Program, may assist with costs if training materially improves the employability of prospective trainees or is otherwise in the public interest.

The Department can also provide labour market information such as wage rates and the supply and demand of employees by occupation.

CANADA MANPOWER CONSULTATIVE SERVICE

The Canada Manpower Consultative Service of the Department of Manpower and Immigration can assist management and labour in dealing with the manpower adjustment problems (contraction or expansion) that stem from technological or economic change. Methods of solving such problems are based on the principles of joint consultation, early planning, and the co-ordinated application of private, federal and provincial measures and programs, including training and mobility.

Financial incentives facilitate the joint development and implementation of manpower adjustment plans in the plant or in the industry generally.

Enquiries should be directed to the Canada Manpower Consultative Service, Department of Manpower and Immigration, Ottawa, Ontario K1A 0J9, or to its regional offices in Halifax, Montreal, Toronto, Winnipeg and Vancouver.

MINIMUM AGE

The Canada Labour Code and regulations lay down conditions under which persons under 17 years may be employed in federal undertakings.

All provinces and the Yukon Territory have legislation that stipulates a minimum age for employment in factories and, in most instances, other work places. Compulsory school attendance laws in each province and territory forbid the employment of school age children during school hours.

The minimum age for employment in British Columbia is 15 years while New Brunswick and Nova Scotia specify a minimum age of 16; however, provision is made in all three provinces for exceptions by permit from the Minister of Labour. The minimum age for employment in factories is 15 in Prince

Edward Island and 16 in Newfoundland, Manitoba and Saskatchewan.

In Ontario and Alberta, the minimum age is 15, but children must attend school until the age of 16. In Quebec, the minimum age is 16 but 15-year-olds may be employed during school holidays with a permit. In certain dangerous occupations, the minimum age is 16, in others, personnel under 18 may not be employed.

The minimum age for employment in the Yukon Territory is 17 years, while in the Northwest Territories, a person under the age of 17 may be employed, with certain exceptions, in any occupation. For further information, enquiries should be directed to Legislative Analysis, Labour Canada, Ottawa, Ontario, K1A 0J2.

APPRENTICESHIP AND TRADESMEN'S QUALIFICATIONS

All provinces and the two territories have apprenticeship laws providing for an organized program of on-the-job training and school instruction in designated skilled trades. On completion of apprenticeship, a certificate is issued by the appropriate board. Statutory provision is made in most provinces for the issuing of certificates of qualification, on ap-

plication, to qualified tradesmen in certain trades. In some provinces, certain tradesmen must hold certificates of competency in order to work in their field. For further information, enquiries should be directed to Legislative Analysis, Labour Canada, Ottawa, Ontario, K1A 0J2.

MINIMUM WAGE

All jurisdictions in Canada have minimum wage laws from which minimum wage rates are set. These rates are reviewed frequently. In all cases, a general rate has been set, but some provinces have also established special rates for certain industries and occupations, such as construction or logging, and for students, young or inexperienced workers. (See Appendix A for a table of minimum hourly wage rates for experienced adult workers.)

Industrial standards legislation in Ontario, Alberta, Newfoundland, New Brunswick, Nova Scotia, Prince Edward Island and Saskatchewan provides the means whereby wages and hours of work can be discussed at a conference of a representative group of employers and employees in a trade or industry. When agreement is reached, these standards can be made legally binding throughout the trade or industry. Such laws have been applied chiefly to the building trades, bartering and, in Ontario, the fur industry and some branches of the clothing industry. In Newfoundland, New Brunswick, Nova Scotia and Prince Edward Island, the acts have been applied to the construction trades only. An advisory committee, usually representing employers and employees, is established to assist in enforcing a standard.

The Collective Agreement Decrees Act in the Province of Quebec is similar in nature to the industrial standards legislation of the

other provinces. Under the act, the terms of a collective agreement between employers and trade unions representing a certain industry may be made binding by government decree for all employers and employees in the province or in a stated area. Decrees under this act cover a large part of Quebec industry. The parties to a collective agreement that has been made legally binding must form a parity committee to ensure the enforcement of the decree.

The Quebec construction industry is governed by the Construction Industry Labour Relations Act which is similar in principle to the Collective Agreement Decrees Act. It requires multiparty, multitrade bargaining in the industry.

The Construction Industry Wages Act in Manitoba provides for the setting of minimum rates of wages and maximum hours of work at regular rates for employees in the construction industry based on the recommendations of a board equally representative of employers and employees. A schedule for each sector of the industry, issued annually, sets hourly rates of wages and the regular work week for various classifications of construction work.

For further information, enquiries should be directed to Legislative Analysis, Labour Canada, Ottawa, Ontario, K1A 0J2.

HOURS OF WORK

The federal government, five provinces and the two territories have hours of work laws of general application.

Federal employment is governed by the Canada Labour Code which sets standard hours of eight in a day and 40 in a week after which overtime at one-and-one-half times the regular rate must be paid, and limits weekly hours to a maximum of 48.

In the Northwest Territories, standard hours are eight in a day and 44 in a week for most employees, with maximum hours of 10 in a day and 54 in a week. The Yukon Territory provides for standard hours of eight in a day and 48 in a week, with maximum

hours of 10 in a day, 60 in a week, and 260 in a month.

In Alberta and British Columbia, maximum hours are eight in a day and 44 in a week, and in Ontario eight in a day and 48 in a week but overtime at one-and-one-half times the regular rate must be paid after 44 hours.

The Manitoba and Saskatchewan acts regulate hours through the requirement that one-and-one-half times the regular rate must be paid if work is continued after specified hours. In Saskatchewan and Manitoba, payment of the overtime rate is required after eight hours in a day and 40 hours in a week.

In all the jurisdictions described above,

provision is made for variations in the hours of work requirements.

Under all the acts, daily hours may be increased (in Manitoba and Saskatchewan without payment of overtime rates) to provide for a five or five-and-a-half-day week, or a four-day week in Saskatchewan and the Yukon Territory, as long as weekly hours are not exceeded. Except in Saskatchewan, the acts stipulate that hours may be exceeded in emergencies.

Minimum Wage Orders in New Brunswick, Newfoundland, Nova Scotia, Prince Edward Island and Quebec regulate the standard hours of work. Overtime at one-and-one-half times the regular rate must be paid after 44 hours in New Brunswick and Newfoundland, 45 hours in Quebec, and 48 hours in the other two provinces.

For further information, enquiries should be directed to Legislative Analysis, Labour Canada, Ottawa, Ontario, K1A 0J2.

ANNUAL VACATIONS AND PUBLIC HOLIDAYS

Most employees throughout Canada are legally entitled to a paid annual vacation. Two weeks with pay after a year of employment is the general standard. In Manitoba and the Northwest Territories, employees are entitled to a three-week vacation after five years of employment, while Saskatchewan provides for a three-week vacation after one year of employment and four weeks after 12 years with a staged reduction to result in four weeks after 10 years as of July 1, 1978.

The Nova Scotia Labour Standards Code provides for five general holidays; New Brunswick provides for six paid holidays; in Ontario and Manitoba, most employees are entitled to seven paid holidays; the Canada Labour Code and the laws of Alberta provide for eight holidays and British Columbia, Saskatchewan, the Yukon Territory and the Northwest Territories for nine. Manitoba also has a special act dealing with Remembrance Day.

FAIR EMPLOYMENT PRACTICES AND EQUAL PAY

Fair employment practices laws prohibiting discrimination in hiring, terms and conditions of employment, other employment-related activities such as the use of employment agencies, application forms, pre-employment enquiries, and trade union membership are in force throughout Canada.

These laws are found in fair employment practices acts, labour codes, and human rights codes.

Prohibitions against discrimination on grounds of race, religion (religious beliefs and creed in Alberta and the Northwest Territories respectively) and colour are in force throughout Canada, as are laws against sex discrimination. The latter, in the federal jurisdiction, extends only to equal pay and does not cover areas such as hiring, terms and conditions of employment and trade union membership.

All jurisdictions have legislated against discrimination due to a person's origins (variously called national origin, ethnic or

national origin, ancestry, nationality or place of origin). Newfoundland includes social origin as a term describing a person's origin.

The other two most widely included enactments against discrimination concern age (Alberta, British Columbia, Manitoba, New Brunswick, Newfoundland, Nova Scotia, Ontario and Prince Edward Island) and marital status (Alberta, British Columbia, Manitoba, New Brunswick, Newfoundland, Ontario, Prince Edward Island and the Northwest and Yukon Territories).

Nova Scotia and Prince Edward Island prohibit discrimination against physically handicapped persons, and British Columbia, Manitoba, Prince Edward Island, Newfoundland and Quebec protect people's rights regardless of their political beliefs or opinions (Quebec's term for this is political condition).

Some jurisdictions have unique grounds upon which discrimination is outlawed. These are Newfoundland (attachment or seizure of pay), the Northwest Territories (place of resi-

dence) and Quebec (civil status, language, and social condition).

The acts contain further prohibitions regarding the publication of advertisements, the use of application forms and the making of enquiries in connection with employment that express or imply discrimination on any of the forbidden grounds, or which require the applicant to furnish information on such matters as the applicant's race, colour, religion, national origins, etc. Five jurisdictions (Manitoba, New Brunswick, Saskatchewan, the Northwest Territories and the Yukon Territory) prohibit the requirement that a prospective employee disclose his or her sex.

Alberta, British Columbia, Manitoba,

New Brunswick and Quebec have enacted prohibitions against membership discrimination in employer's associations. These provinces plus Nova Scotia, Prince Edward Island and Saskatchewan have also extended the prohibitions to cover occupational, professional or trade associations.

All jurisdictions have enacted provisions to ensure that women are paid the same wages as men for comparable work. Also, all except Nova Scotia, New Brunswick and the Northwest Territories extend these equal pay provisions to include protection for men.

For further information, enquiries should be directed to Legislative Analysis, Labour Canada, Ottawa, Ontario, K1A 0J2.

WORKERS' COMPENSATION

In all provinces, compensation is provided for workers in most types of industrial employment who sustain personal injury by accident resulting from and in the course of employment unless they are disabled for less than a stated number of days or where the injury is attributable solely to the worker's serious and wilful misconduct and does not result in death or serious disablement. Compensation is also payable for specified industrial diseases.

In addition to monetary benefits, medical aid and allied advantages are provided for as long as needed and regardless of a waiting period. Also rehabilitation programs have been implemented to aid in getting workers back to work and to lessen any handicap.

If death results from an occupational accident or disease, the dependants of the deceased worker receive compensation benefits.

Each workers' compensation act provides for an accident fund administered by a work-

ers' compensation board to which employers are required to contribute and from which compensation and medical benefits are paid. The legislation thus provides for a system of compulsory collective liability.

All costs of compensation are raised by assessment on employers, levied by the board. Industries covered by the legislation are divided into classes or groups according to hazard and the board fixes an annual assessment rate appropriate to each class or group. The prescribed rate is applied to the employer's payroll and reflects the accident experience of the group or class.

Workers covered by the compensation scheme have no right of action against their employer for disablement arising out of their employment.

For further information, enquiries should be directed to Legislative Analysis, Labour Canada, Ottawa, Ontario, K1A 0J2.

INDUSTRIAL RELATIONS

All Canadian jurisdictions have legislation governing collective bargaining. These laws guarantee freedom of association and the right of employees and employers to organize; establish machinery for the certification of a trade union as the exclusive bargaining agent for an appropriate unit of employees; and

require an employer and a certified trade union to bargain collectively to conclude a collective agreement covering wages and other terms of employment. Unfair practices provisions place limitations on employers and on employees or their unions regarding interference with each other's rights.

Under all the acts, government conciliation services are available to assist the parties to reach agreement. A strike or lockout is forbidden while such conciliation is in progress. A collective agreement is binding on both parties and while in force work stoppages are prohibited and disputes must be settled through a grievance procedure or, if necessary, arbitration.

Certain groups such as public servants, policemen, firemen, teachers and hospital workers are governed by special legislation.

In British Columbia, an employer's organization may be accredited as the exclusive bargaining agent for a group of employers. In Alberta, New Brunswick, Newfoundland, Nova Scotia, Ontario and Prince Edward Island this provision is limited to the construction industry.

Quebec has established the Association of Building Contractors of Quebec as the sole employers' association in the construction sector. All employers in the industry must be members of the association, which is their only representative in negotiations, dealing exclusively with construction industry labour relations. The Quebec Construction Office administers the construction decree and the employment of construction workers.

Manitoba recognizes the employer's right to belong to an employer's organization and to participate in its organization and activities.

For further information, enquiries should be directed to Legislative Analysis, Labour Canada, Ottawa, Ontario, K1A 0J2.

OCCUPATIONAL SAFETY AND HEALTH

In Canada, both the federal and the provincial legislatures have the power to enact laws and regulations concerning the protection of workers against industrial accidents or diseases. However, the provinces have major jurisdiction in this field, with the federal authority limited to certain industries considered to be under the Parliament of Canada.

Legal standards designed to ensure the safety, health and welfare of persons employed in industrial and commercial establishments, in mines and quarries and other work places, exist in all jurisdictions. The authorities responsible for the administration of such standards are, in the main, the departments of labour, health and mines, and the workers' compensation boards.

General safety laws and/or regulations are in force covering the most part of all employment in the country except agriculture, mining and domestic service. They deal with most aspects of industrial safety and health in the working environment. Safeguards for the protection of workers are established with

respect to such matters as fire safety, sanitation, heating, noise, lighting, ventilation, protective equipment, materials handling, safety of tools and the guarding of dangerous machinery.

Other safety laws and/or regulations are of a more specific application. They are concerned with hazardous equipment and installations such as boilers and pressure vessels, electrical installations, elevating devices and gas and oil-burning equipment. Others are directed toward hazardous industries such as mining, construction, excavation, logging, etc. Legislation has also been enacted regarding special hazards such as radiation, work in compressed air and the handling of explosives.

In addition, the legislation is frequently supplemented by codes and standards such as those published by the Canadian Standards Association and the American Conference of Governmental Industrial Hygienists.

For further information, enquiries should be directed to Legislative Analysis, Labour Canada, Ottawa, Ontario, K1A 0J2.

NOTICE OF TERMINATION OF EMPLOYMENT

In addition to the federal government, the provinces of Alberta, Manitoba, Newfoundland, Nova Scotia, Ontario, Prince Edward Island, Quebec and Saskatchewan have legislation requiring an employer to give notice to the individual worker whose employment is to be terminated. Notice periods may range from one to eight weeks. Manitoba, Nova Scotia, Newfoundland, Prince Edward Island and Quebec also place an obligation on the employee to give notice to his employer before quitting his job.

Manitoba, Newfoundland, Ontario, Quebec, Nova Scotia and the federal government require an employer to give advance notice of a projected dismissal or layoff of a group of employees in order to permit government authorities to develop and carry out programs

to find alternative employment. In Quebec, notice must be given where 10 or more persons are being dismissed within a two-month period; in Nova Scotia, 10 or more employees within a four-week period; and, in the federal industries, Manitoba, Newfoundland and Ontario, 50 or more persons within four weeks or less. The periods of notice vary with the number of employees being dismissed but range from eight weeks to four months.

In the federal jurisdiction, employees with five or more years of service are entitled to severance pay on termination of employment.

For further information, enquiries should be directed to Legislative Analysis, Labour Canada, Ottawa, Ontario, K1A 0J2.

MATERNITY LEAVE

The federal government and the provinces of Alberta, British Columbia, Manitoba, New Brunswick, Nova Scotia, Ontario and Saskatchewan require employers to provide unpaid maternity leave and prohibit dismissal because of pregnancy. British Columbia and New Brunswick provide for 12 weeks of maternity leave, six weeks before and six weeks after childbirth, however, New Brunswick allows up to a maximum of 17 weeks without dismissal. The federal, Nova Scotia

and Ontario laws provide for a minimum of 17 weeks. Manitoba provides for 11 weeks before and 6 weeks after childbirth. Alberta and Saskatchewan provide for 18 weeks of maternity leave, 12 weeks before and six weeks after childbirth, with a further three and six weeks granted respectively for bona fide medical reasons.

For further information, enquiries should be directed to Legislative Analysis, Labour Canada, Ottawa, Ontario, K1A 0J2.

UNEMPLOYMENT INSURANCE

Workers who become unemployed may qualify for unemployment insurance benefits under a federal government program administered by the Unemployment Insurance Commission (UIC). Practically all employment is now insurable. The self-employed are still excluded but wherever a contract of service exists, premiums are collected from both employers and employees. Certain employment outside Canada is also insurable.

The UIC specifies the employer and employee premium amounts each year, but since 1971, Revenue Canada, Taxation collects

these premiums and rules on what kinds of occupations shall be insurable. Employers remit monthly to Revenue Canada, Taxation all money deducted from employees for unemployment insurance premiums, income tax and Canada Pension Plan (except in Quebec). All of these deductions are listed on one return which saves duplication of payroll audits. The amounts to be deducted are set out in tables which employers can obtain from Revenue Canada, Taxation, Ottawa, Ontario K1A 0L5, or from one of the District Taxation Offices in Canada's major cities.

Information on the Quebec Pension Plan can be obtained by writing to the Quebec Pension Board, P.O. Box 5200, Quebec City, Quebec G1K 7S9.

Premium rates for employers and employees can be reduced for those companies that provide sickness or disability insurance or other wage loss replacement plans that meet the standards set by the UIC. For further information, write to the nearest UIC office and ask for a copy of "Employer Guide — Wage Loss Replacement Plan Registration."

Under certain carefully defined conditions, benefits may be payable to those who have become unemployed due to layoff, sickness, quarantine or pregnancy. The benefit rate is two thirds of the employee's average weekly insurable earnings. However, there is

a maximum level of insurable earnings that is normally adjusted each year. In 1976, the maximum was \$200 providing a weekly benefit rate of \$133.

The duration of these benefits varies in each case. In the early stages it is related to the individual's length of previous attachment to the work force. In the later stages it depends on the national unemployment rate, or a combination of the national and regional unemployment rates. Cases are reviewed periodically and efforts are made to help the individual return to full-time employment as soon as possible.

For further information, contact the Unemployment Insurance Commission, 222 Nepean Street, Ottawa, Ontario K1A 0J5.

ANTI-INFLATION BOARD

The function of the Anti-Inflation Board is to implement and enforce the federal government's anti-inflation program announced on October 13, 1975. The Board keeps close check on prices and profits and reviews salary increases and wage settlements. Changes that contravene the regulations are reviewed to bring them within the limits of the guidelines.

In the area of pricing, a supplier must meet two criteria. First, he must price all his products so that he does not earn excess revenue. The detailed forecasting procedures, quarterly reporting requirements and the pre-notification system are designed to ensure that he meets this obligation. Second, he must price individual products and groups of products so that he does not increase his prices in any given year in a way which is substantially inconsistent with cost increases in that year.

In the area of salary and wage controls, the aim of the regulations is to ensure that compensation for a group does not increase at a percentage rate higher than an allowable arithmetic guideline unless special circumstances justify a larger increase. The guideline is the sum of three elements:

- a) a basic protection factor which is set at 8 per cent in the first year, 6 per cent in the second, and 4 per cent in the third;
- b) a national productivity factor of 2 per cent; and
- c) an experience adjustment factor which may vary between plus and minus 2 per cent per year, depending on a group's experience relative to the rise in the Consumer Price Index over the past two or three years.

The regulations also contain a provision which permits lower paid employees to receive wage or salary increases beyond the normal arithmetic guidelines to \$3.75 per hour, or by \$600 per year. Those at higher compensation levels are restricted to an increase of \$2,400 in the group's average compensation, rather than a percentage guideline.

Through implementation and enforcement of the guidelines mentioned above, the aim of the Board is to combat inflation and to create a fair and liveable economic climate.

For further information, enquiries should be directed to Public Information, Communications Branch, Anti-Inflation Board, 219 Laurier Avenue West, Ottawa, Ontario, K1P 6B1.

APPENDIX A**GENERAL MINIMUM HOURLY WAGE RATES
FOR EXPERIENCED ADULT WORKERS**

| | |
|-----------------------|------------------------------------|
| Federal | \$2.90 effective April 1, 1976 |
| Alberta | \$3.00 effective March 1, 1977 |
| British Columbia | \$3.00 effective June 1, 1976 |
| Manitoba | \$2.95 effective September 1, 1976 |
| New Brunswick | \$2.80 effective November 1, 1976 |
| Newfoundland | \$2.50 effective January 1, 1976 |
| Nova Scotia | \$2.75 effective January 1, 1977 |
| Ontario | \$2.65 effective March 15, 1976 |
| Prince Edward Island | \$2.70 effective July 1, 1977 |
| Quebec | \$3.00 effective January 1, 1977 |
| Saskatchewan | \$3.00 effective January 1, 1977 |
| Northwest Territories | \$3.00 effective June 7, 1976 |
| Yukon Territory | \$3.00 effective April 1, 1976 |

APPENDIX B
LIST OF PUBLICATIONS

The following list of publications represents a selection likely to be of interest to persons doing business in Canada. All titles listed with a price should be ordered from Supply and Services Canada, Publishing Division, Ottawa, Ontario K1A 0S9. A remittance must accompany the order and be made payable to the Receiver General for Canada. All titles marked free should be ordered from Publication Division, Labour Canada, Ottawa, Ontario K1A 0J2.

| TITLE | CATALOGUE NO. | PRICE |
|---|--------------------|---------|
| Provisions in Major Collective Agreements covering Employees in certain Transportation, Communications, Trade, Utilities, Service Industries in Canada, 1975 (occasional) | | \$ Free |
| Wage Determination in Canada | L2-26/3 | .50 |
| The Labour Gazette (monthly) | L12-1 | .60 |
| | | a copy |
| | | 5.00 |
| | | a year |
| Canada Labour Code | | |
| Part I — Fair Employment Practices | YX75-L-1-1970/70-1 | Free |
| Part III — Labour Standards | YX75-L1-1970/71-3 | Free |
| Part IV — Safety of Employees | YX75-L-1-1970/71-4 | Free |
| Part V — Industrial Relations | YX75-L-1-1972-5 | Free |
| Women in the Labour Force, Facts and Figures 1976 (annual) | L38-3072 | Free |
| Canada Department of Labour Annual Report | L1-1976 | Free |
| Wage Rates, Salaries and Hours of Labour, Oct. 1, 1975 (annual) | L2-5/1975 | 2.00 |
| — 31 separate booklets covering different cities across Canada | | 5.00 |
| Working Conditions in Canadian Industry, 1975 (annual) | L2-15/1975 | 3.00 |
| Labour Standards in Canada, 1976 (annual) | L2-7/1976 | 2.50 |
| Labour Organizations in Canada, 1975 (annual) | L2-2/1975 | 2.00 |
| Collective Bargaining Review (Monthly) | | Free |
| The Labour Force (monthly) | CS71-001 | .55 |
| | | a copy |
| | | 5.50 |
| | | a year |
| Fair Employment Laws in Canada | | Free |
| National Industrial Relations Film Library catalogue | | Free |
| The Law Relating to Working Women (1976) (annual) | L-38-3274 | Free |

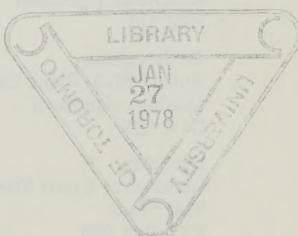
| TITLE | CATALOGUE NO. | PRICE |
|---|---------------|---------|
| Productivity, Costs and Prices | L41-1173 | \$ 3.75 |
| Human Rights in Canada (annual) | L34-23-1977 | 2.50 |
| Legislative Review (Biannual) | | Free |
| Safety Perspective Sécurité (periodical) | L36-2072 | Free |
| Part-time Work in the Canadian Economy | | Free |
| Labour Standards, 1976. Series of folders on provisions of the Canada Labour Code (Labour Standards) | | Free |
| 1. Summary | | |
| 2. Minimum Wages | | |
| 3. Equal Wages | | |
| 4. Maternity Leave | | |
| 5. Group Termination | | |
| 6. Individual Termination | | |
| 7. Severance Pay | | |
| 9. Hours of Work: A. Motor Transport | | |

APPENDIX C
REGIONAL OFFICES

THE FOLLOWING IS A LIST OF REGIONAL OFFICES OF THE DEPARTMENT OF INDUSTRY, TRADE AND COMMERCE ACROSS CANADA.

| | | | |
|-------------------------|----------------------|--|---|
| NEWFOUNDLAND | Director LABRADOR | 210 Water Street St. John's, Newfoundland A1C 1A9 | Tel: (709) 737-5511 Telex: 016-4749 |
| NOVA SCOTIA | Director | Suite 1124, Duke Tower 5251 Duke Street, Scotia Square Halifax, Nova Scotia B3J 1N9 | Tel: (902) 426-7540 Telex: 019-21829 |
| NEW BRUNSWICK | Director | Suite 642, 440 King Street Fredericton, New Brunswick E3B 5H8 | Tel: (506) 454-9707 Telex: 014-46140 |
| PRINCE EDWARD ISLAND | Director | P.O. Box 2289 Dominion Building 97 Queen Street Charlottetown, Prince Edward Island C1A 8C1 | Tel: (902) 892-1211 Telex: 014-44129 |
| QUEBEC | Le directeur | Bureau 2124, Place Victoria C.P. 257, Tour de la Bourse Montréal, (Québec) H4Z 1J5 | Tél: (514) 283-6254 Télex: 055-60768 |
| | Le directeur | Suite 620, 2, Place Québec Québec, (Québec) G1R 2B5 | Tél: (418) 694-4726 Télex: 051-3312 |
| ONTARIO | Director | Commerce Court West 51st Floor P.O. Box 325 Toronto, Ontario M5L 1G1 | Tel: (416) 369-3711 Telex: 065-24378 |
| | Regional Officer | Room 1538, Tower B 112 Kent Street Ottawa, Ontario K1A 0H5 | Tel: (613) 996-1216 Telex: 053-4124 |

| | | |
|---|---|--|
| MANITOBA | Director Suite 1104 Royal Bank Building 220 Portage Avenue Winnipeg, Manitoba R3C 0A5 | Tel: (204) 985-2381 Telex: 075-7624 |
| SASKATCHEWAN | Director Room 980 2002 Victoria Avenue Regina, Saskatchewan S4P 0R7 | Tel: (306) 569-5020 Telex: 071-2745 |
| ALBERTA NORTHWEST TERRITORIES | Director 500 Macdonald Place 9939 Jasper Avenue Edmonton, Alberta T5J 2W8 | Tel: (403) 425-6330 Telex: 037-2762 |
| BRITISH COLUMBIA YUKON TERRITORY | Director P.O. Box 49178, Suite 2743 Bentall Centre, Tower III 595 Burrard Street Vancouver, British Columbia V7X 1K8 | Tel: (604) 666-1434 Telex: 04-51191 |



The co-operation of the following is acknowledged
in the preparation of this booklet:

Anti-Inflation Board
Labour Canada
Manpower and Immigration
Unemployment Insurance Canada

Published by the Department of Industry, Trade and Commerce, Ottawa, Canada
Publié par le ministère de l'Industrie et du Commerce, Ottawa, Canada

©Minister of Supply and Services Canada 1977
©Ministre des Approvisionnements et Services Canada 1977

Catalogue Number: C2-38/1976-6
(aussi édité en français)
(auch auf Deutsch erhältlich)